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ABSTRACT

This long-term follow-up study, conducted in the summer of 1998 by Johnson County Community College (JCCC, Kansas) focused on graduates, certificate recipients, and students identified by career program administrators as leaving with marketable skills in 1993-94. Since first administering this type of survey in 1989, JCCC has gained a broader perspective of the job satisfaction of its former students, their opportunities for advancement, salaries, and other variables that influence students' career decision-making process. Of 434 potential respondents, 149 returned mail surveys and 202 completed telephone interviews for an adjusted response rate of 81%. This report highlights major findings of the study related to utilization of community college preparation, experience with full-time related job, hourly wage, satisfaction with full-time job, and satisfaction with community college experiences. Nearly 83% of 1998 respondents were employed in a job related to their community college career program, about the same percentage reported by respondents to the long-term studies conducted in 1995, 1996, and 1997. Of those, 88% were working full-time, a decrease compared to the three years prior. Eight out of ten rated their working conditions, level of responsibility, and job in general as excellent or good in each of the past four years. Appended are data tables and survey instruments. (AS)

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CAREER PROGRAM COMPLETERS 1993-94

A LONG-TERM FOLLOW-UP STUDY

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Johnson County Community College
Office of Institutional Research

November 1998

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LONG-TERM FOLLOW-UP STUDY OF

1993-94 CAREER PROGRAM COMPLETERS

Johnson County Community College
Office of Institutional Research
12345 College Boulevard
Overland Park, KS 66210

November 1998

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TABLE OF CONTENTS

Page

INTRODUCTION

History of Career Program Follow-up Studies 4

Methodology 4

MAJOR FINDINGS

Utilization of Community College Preparation 6

Experiences With Full-Time Related Job 6

Hourly Wage and Satisfaction With Full-Time Related Job 6

Community College Experiences 7

Satisfaction With Community College Experiences 7

LIST OF FIGURES

Figure 1: Current Status 8

Figure 2: Experiences with Full-Time Related Job 9

Figure 3: Evaluation of Full-Time Related Job 10

Figure 4: Characteristics the Community College Helped to Improve 11

Figure 5: Satisfaction With the Community College 12

APPENDICES

Appendix A: Tabled Findings 13

Appendix B: Survey Instrument and Cover Letters 37

INTRODUCTION

History of career program completer follow-up studies

For over 20 years the Office of Institutional Research at Johnson County Community College has conducted short-term follow-up studies of students who completed a JCCC career program during the previous academic year, and of the employers of completers who were working in a job related to their course of study, as a major component of the college's assessment of institutional effectiveness. Results of these studies have provided valuable insights into the effectiveness of the career programs and have assisted the college in planning to meet the individual needs of future students and the employment needs of business and industry.

The first long-term study of career program completers was initiated in 1989, at which time the 1985-86 completers were surveyed to provide insights into the career and educational experiences of former students over an extended period of time. Results of this and subsequent long-term follow-up studies also provided a broader perspective on the level of job satisfaction of former students currently employed in various career fields, their opportunities for advancement, salaries, and other variables which influence the career decision-making process of future JCCC students.

A second long-term follow-up study was conducted in 1990 of the 1986-87 completers, after which career program administrators were surveyed to elicit their opinions on whether these data would be more valuable if collected after a longer period of time had elapsed since program completion. The results were evenly divided between preference for a 3-year or a 5-year follow-up study. Thus, the decision was made to utilize a 4-year interval, resulting in a follow-up study of 1987-88 completers in 1992, of 1988-89 completers in 1993, of 1989-90 completers in 1994, and so on.

Methodology

The list of 678 graduates, certificate recipients, and students identified by career program administrators as leaving with marketable skills in 1993-94 was reviewed by career program administrators to insure the most recent addresses and telephone numbers possible. Surveys were mailed on June 29 and July 27, 1998, and remaining nonrespondents were telephoned during the week of August 17, 1998. Additional information secured through telephone contact with acquaintances of completers was utilized for a third mailing conducted in late September.

A total of 242 former students had no opportunity to respond due to obsolete addresses and/or telephone numbers and two indicated they had *not* completed a career program during 1993-94, reducing the list of potential respondents to 434. Of those, 149 returned mail surveys and 202 completed telephone interviews for an adjusted response rate of 81%.

Caution should be exercised when generalizing these data due to the relatively small number of respondents in some programs. Findings are not necessarily representative of either the number of students enrolled in each program or the salaries of all career program completers.

A summary of the major findings of the study follows. Comparisons between 1998 results and findings from previous studies are presented where appropriate to enhance the usefulness of these data. Tables detailing results of the 1998 survey are located in Appendix A, and a list of tables is provided at the start of the appendix to facilitate location of specific data. Findings are presented by career program as often as possible to enhance the usefulness of results. Full reports detailing results of all of the follow-up studies of career program completers are available in the Office of Institutional Research.

Cover letters and the mail survey are contained in Appendix B. Copies of program-specific verbatim comments have been provided to career program administrators and are available to other interested parties in the Office of Institutional Research.

Comments or questions regarding this report or previous follow-up studies of career program completers may be directed to:

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MAJOR FINDINGS

Utilization of community college preparation

* Nearly 83% of 1998 respondents were employed in a job related to their community college career program, about the same percentage reported by respondents to the long-term studies conducted in 1995, 1996, and 1997. Of those, 88% were working full-time, down from 92% in 1995, 93% in 1996, and 92% in 1997.

* Over 3% of 1998 respondents were unemployed and looking for work, up from 0.6% for respondents to the long-term study conducted in 1995, 1.3% in 1996, and 2.5% in 1997.

* Nearly 9% of 1998 respondents were employed in an unrelated job, about the same level reported in the previous studies.

Experiences with full-time related job

* Approximately 41% of 1998 respondents indicated their current full-time related job was their first in that career field, down from 46% for respondents to the long-term study conducted in 1995, 44% in 1996, and 42% in 1997.

* Approximately nine out of ten respondents in recent years felt they had progressed in their career field since completion of their community college course of study. Specifically, nearly 78% of 1998 respondents had enjoyed salary increases, 58% had received some form of professional recognition, and 48% had earned promotions.

Hourly wage and satisfaction with full-time related job

* An average hourly wage of $16.78 was reported by 1998 respondents to the long-term follow-up study of career program completers who were employed full-time in a related job, up from $14.82 for respondents to the long-term study conducted in 1995, $14.84 in 1996, and $15.83 in 1997. The average hourly earnings of male respondents increased from $15.64 in 1995 to $17.61 in 1998 (+$1.97) while the average hourly earnings of females increased from $14.11 in 1995 to $15.99 in 1998 (+$1.88). Only six of the 16 career programs for which wages were reported by both genders in 1998 reported higher wages for female respondents: interpreter training, marketing and management, MICT/paramedic, nursing, paralegal, and police academy.

* Nearly 86% of respondents expressed satisfaction with their full-time related job, the same as respondents to the long-term studies conducted in 1995 and 1996, but down from 91% in 1997. Eight out of ten rated their working conditions, level of responsibility, and job in general as excellent or good in each of the past 4 years. Advancement potential was rated highly by 54% of 1998 respondents, up from 48% for respondents to the long-term study conducted in 1995, and salary was rated highly by 63% of 1998 respondents, up from 60% in 1995.

Community college experiences

* Fully 94% of 1998 respondents indicated JCCC was their first choice college to attend, up from 93% for respondents to the long-term study conducted in 1995, 88% in 1996 and 92% in 1997.

* The method of career program completion has remained essentially the same year after year. Approximately seven out of ten respondents had earned an associate's degree, 16% to 22% had earned a vocational certificate, and 6%to 10% had left with marketable skills.

* Approximately four out of ten respondents in each of the past 4 years indicated they had used the JCCC Career Center.

Satisfaction with community college experiences

* Eight out of ten respondents in each of the past 4 years indicated their community college experiences had helped to enhance their self-confidence. The majority also indicated the community college had helped them to improve their oral and written communication, time management, decision-making, and interpersonal skills, broadened their knowledge of the arts and sciences, expanded their tolerance for people and ideas, and assisted them in clarifying their personal values and goals.

* Nine out of ten respondents in each of the past 4 years had achieved their community college educational objective. Of those, over 95% indicated the community college had helped them to achieve that objective.

* Nine out of ten respondents in each of the past 4 years indicated their community college experiences had improved their quality of life (apart from any financial benefit) and, if starting now, nine out of ten also would attend JCCC again.

* Fully 98% of respondents to long-term follow-up studies conducted in 1997 and 1998 indicated they would recommend JCCC to friends, up from 97% in 1995 and 1996. Nine out of ten respondents in each of the past 4 years also indicated they would encourage their own children to attend JCCC.

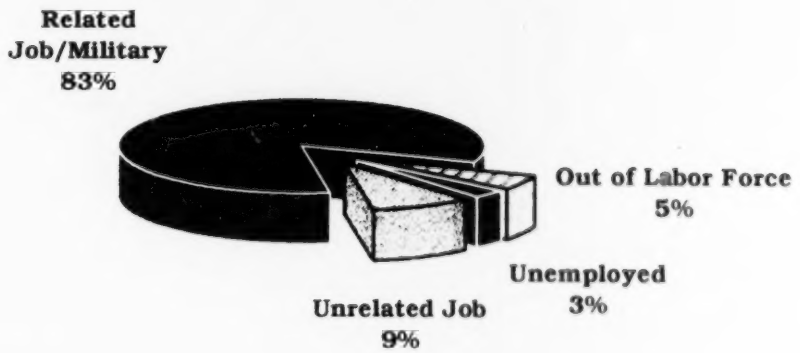
CURRENT STATUS

What percentage of respondents are employed in a related job several years after completing their community college course of study, and what are the other completers doing?

One of the primary purposes of conducting long-term follow-up studies of career program completers is to determine, over time, how they utilize the skills developed through their course of study. Figure 1 depicts the current status of respondents to this year's long-term follow-up study. Note that 83% were working in a job related to their course of study, and only 3% were unemployed and looking for work.

Table 2 in Appendix A details results and comparisons of findings for each of the nine long-term follow-up studies of career program completers conducted by the college.

Figure 1
1998 Status of 1993-94
Career Program Completers

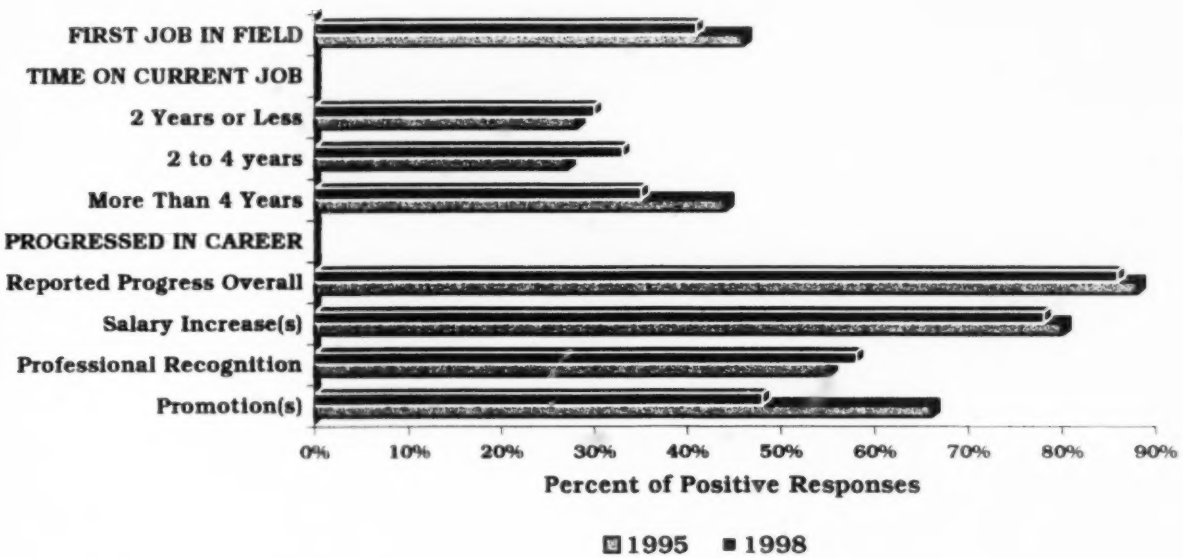


EXPERIENCES WITH FULL-TIME RELATED JOB

How long have respondents working full-time in a related job had their current job, was it their first job in that career field, have they progressed in their careers, and if so, how?

As Figure 2 depicts, approximately nine out of ten respondents to the long-term follow-up studies conducted in both 1995 and 1998 who were working full-time in a related job had progressed in their career field since completing their course of study at the community college. Note that a greater percent of 1995 than 1998 respondents were still working in their first job in their career field, and had been working in their current job for over 4 years. Thus, it is not surprising that a greater percent of 1995 than 1998 respondents reported having been promoted and earned salary increases. See Tables 5 and 6 in Appendix A for detailed results of findings for 1998 survey respondents.

Figure 2
Experiences With Full-Time Related Job



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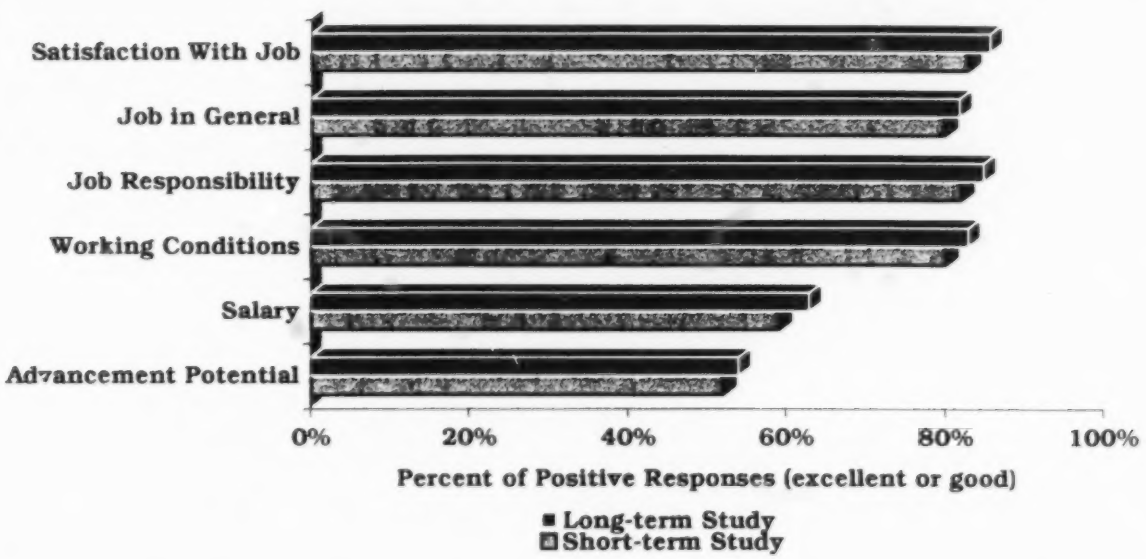
EVALUATION OF FULL-TIME RELATED JOB

How would respondents rate various aspects of their full-time related job, and how satisfied are they with their employment situation?

An important objective of the long-term follow-up study of career program completers is to ascertain respondent perceptions of their current full-time related job. Thus, respondents were asked to rate their job relative to working conditions, level of responsibility, advancement potential, salary, and the job in general.

Figure 3 provides a comparison of the Class of 1993-94 career program completers' view of their job when the short-term follow-up study was conducted, and their perceptions of and satisfaction with the job they held 4 years later when the long-term follow-up study was conducted in the summer of 1998. Note that a greater percent of the long-term than the short-term follow-up study respondents provided positive responses for every one of these variables. See Tables 8 to 13 in Appendix A for detailed results of 1998 findings by career program.

Figure 3
Evaluation of Full-Time Related Job



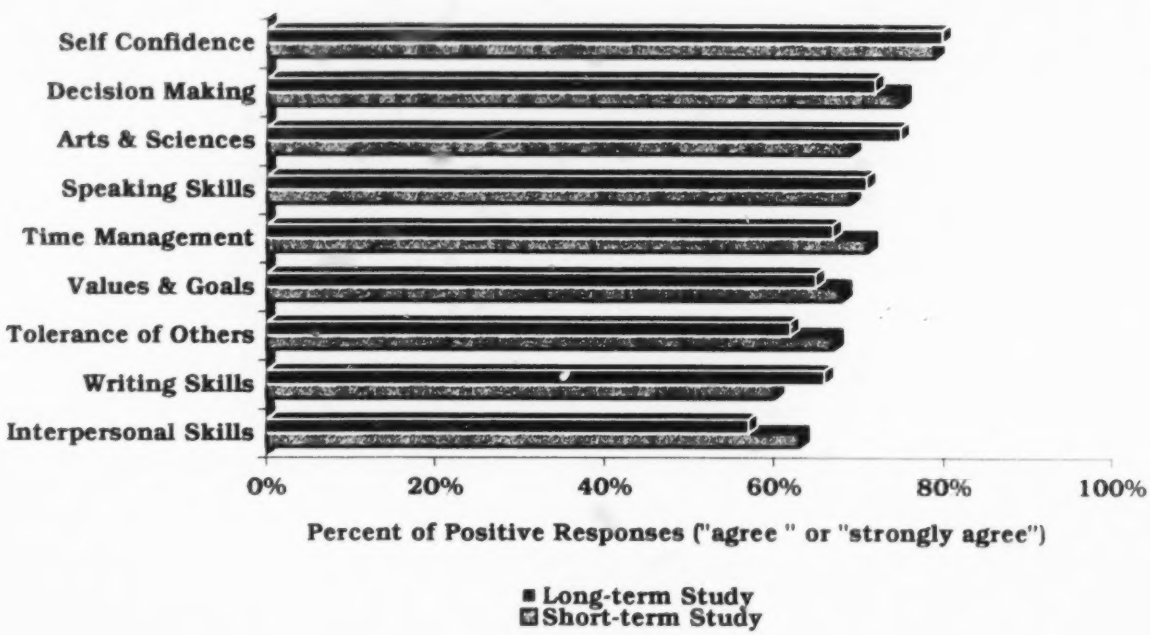
CHARACTERISTICS THE COMMUNITY COLLEGE HELPED TO IMPROVE

In what specific areas do career program completers perceive themselves as having benefited from their community college experiences?

Respondents were asked to indicate how much they agreed that the community college had helped them to accomplish a variety of "typical" goals students have for their college experiences. The majority of respondents to the long-term follow-up study of the Class of 1993-94 conducted in the summer of 1998 reported improvements in a variety of cognitive and noncognitive behaviors and, as Figure 4 depicts, these were approximately the same findings resulting from the short-term follow-up of this class conducted 4 years ago.

See Table 15 in Appendix A for detailed results of 1998 findings.

Figure 4
Characteristics the Community College Helped to Improve

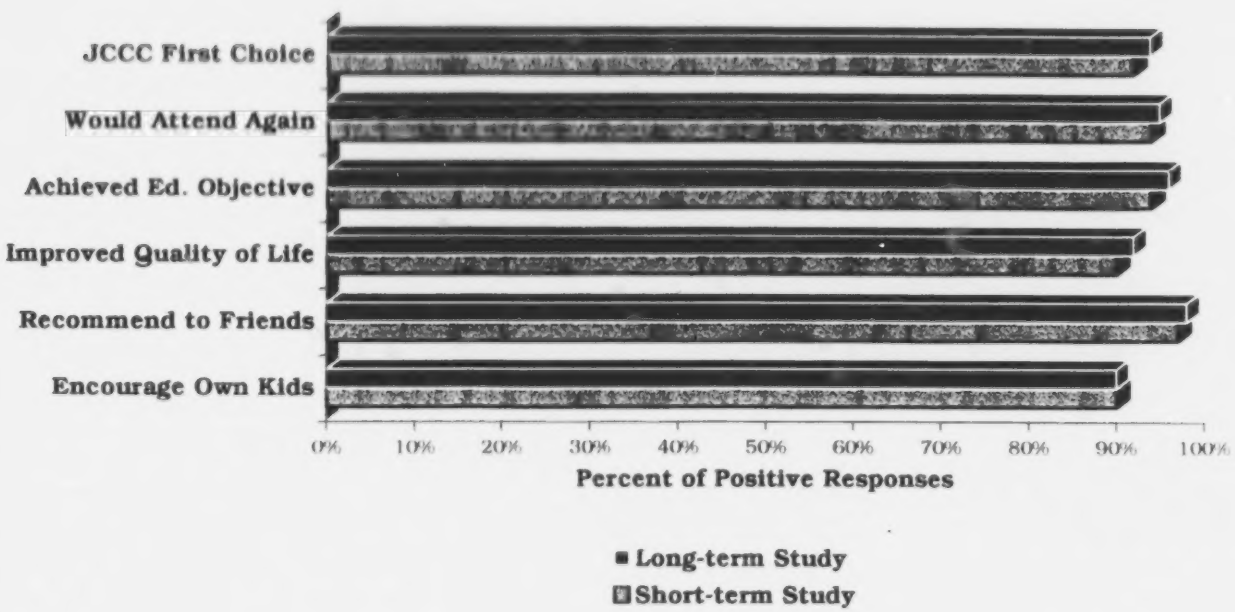


SATISFACTION WITH THE COMMUNITY COLLEGE

How satisfied are the career program completers with their community college experiences?

An important component of the ongoing assessment of institutional effectiveness that the JCCC Office of Institutional Research conducts is contained in former students' responses to this series of questions. As Figure 5 depicts, nine out of ten respondents to both the short-term and long-term follow-up studies of the Class of 1993-94 indicated they had achieved their educational objective at JCCC, had improved their quality of life, considered JCCC their first choice college to attend, and, if starting now, would still attend JCCC. Furthermore, the vast majority of respondents to both studies would recommend JCCC to friends and encourage their own children to attend JCCC. Clearly the passage of time has not dimmed these completers' positive perception of their JCCC experiences.

Figure 5
Satisfaction With The Community College



APPENDIX A

TABLED FINDINGS FOR

COMPLETER SURVEY

LIST OF TABLES

		Page
Table 1	Demographic Profile	17
Table 2	Current Status	18
Table 3	Use of Career Program Skills	20
Table 4	Employment Status of Respondents Working in a Related Job	21
Table 5	Current Full-Time Related Job First in Career Field	22
Table 6	Employment Profile of Respondents Working Full-time in a Related Job	23
Table 7	Average Hourly Wage by Sex and Program of Respondents Employed Full-Time in a Related Job	24
Table 8	Evaluation of Working Conditions by Respondents Employed Full-Time in a Related Job	25
Table 9	Evaluation of Job Responsibility by Respondents Employed Full-Time in a Related Job	26
Table 10	Evaluation of Advancement Potential by Respondents Employed Full-Time in a Related Job	27
Table 11	Evaluation of Salary by Respondents Employed Full-Time in a Related Job	28
Table 12	Evaluation of Job in General by Respondents Employed Full-Time in a Related Job	29
Table 13	Job Satisfaction of Respondents Employed Full-Time in a Related Job	30
Table 14	Community College Experiences	31

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		Page
Table 15	*Perceptions of Community College Experiences*	*32*
Table 16	*Community College Educational Objective*	*33*
Table 17	*Overall Satisfaction With the Community College*	*34*
Table 18	*Used JCCC Career Center*	*35*

Table 1

DEMOGRAPHIC PROFILE

			Number of Responses	Percent
Gender				
Male			153	43.6%
Female			198	56.4
Age				
21 to 25			23	6.6%
26 to 30			81	23.1
31 to 35			69	19.7
36 to 40			63	17.9
41 to 50			85	24.2
Over 50			23	6.6
Unknown			7	1.9
	Mean	36.6 years		
	Median	35.0 years		
Race/Ethnic Group				
White			330	94.0%
Hispanic			3	0.9
Asian or Pacific Islander			10	2.8
American Indian or Alaskan			2	0.5
African American			3	0.9
Unknown			3	0.9
Marital Status				
Never married			83	23.6%
Currently married			221	63.0
Previously married			37	10.5
Unknown			10	2.9

Table 2

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Accounting	5	80.0%	0.0%	20.0%	0.0%
Administration of Justice	10	60.0	30.0	10.0	0.0
Automotive Technology	6	66.7	33.3	0.0	0.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0	0.0
Business Administration	11	81.8	0.0	0.0	18.2
Chef Apprentice	5	60.0	0.0	20.0	20.0
Civil Engineering Technology	2	100.0	0.0	0.0	0.0
Communication Design	13	69.2	15.4	7.7	7.7
Computer Information Systems	30	83.3	13.3	3.4	0.0
Dental Hygiene	13	84.6	7.7	0.0	7.7
Drafting Technology	4	84.6	7.7	0.0	7.7
Electronics Engineering Technology	25	88.0	12.0	0.0	0.0
Emergency Medical Technology	30	80.0	6.7	10.0	3.3
Fashion Merchandising	6	83.3	0.0	0.0	16.7
Fire Science	7	85.7	14.3	0.0	0.0
HVAC Technology	21	85.7	14.3	0.0	0.0
Health Information Technology	4	75.0	25.0	0.0	0.0
Hospitality Management	6	83.3	0.0	0.0	16.7
Interior Merchandising	13	61.5	23.1	0.0	15.4

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 2 (Continued)

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Interpreter Training	10	80.0%	0.0%	10.0%	10.0%
Marketing & Management	8	87.5	12.5	0.0	0.0
M.I.C.T. (Paramedic)	14	100.0	0.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0	0.0
Nursing	25	100.0	0.0	0.0	0.0
Office Systems Technology	22	68.2	4.5	4.5	22.8
Paralegal	25	76.0	12.0	4.0	8.0
Police Academy	12	100.0	0.0	0.0	0.0
Respiratory Care	11	100.0	0.0	0.0	0.0
Veterinary Technology	4	100.0	0.0	0.0	0.0
Total: Class of 1994 (29 programs)	344	82.6%	8.7%	3.5%	5.2%
4-year FU: Class of '93 (32 programs)	276	84.5%	7.6%	2.5%	5.4%
4-year FU: Class of '92 (31 programs)	319	82.7	9.4	1.3	6.6
4-year FU: Class of '91 (31 programs)	314	84.7	8.3	0.6	6.4
4-year FU: Class of '90 (34 programs)	286	79.7	11.9	3.5	4.9
4-year FU: Class of '89 (33 programs)	262	80.2	9.5	5.3	5.0
4-year FU: Class of '88 (31 programs)	248	79.0	14.6	1.6	4.8
3-year FU: Class of '87 (35 programs)	293	83.2	8.2	3.1	5.5
3-year FU: Class of '86 (30 programs)	291	82.8	7.2	1.7	8.3

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 3

USE OF CAREER PROGRAM SKILLS

	Number of Responses	On the Job	Volunteer Work	Not Using or "Other"
Accounting	5	60.0%	0.0%	40.0%
Administration of Justice	11	54.5	9.1	36.4
Automotive Technology	6	66.7	0.0	33.3
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	12	66.7	8.3	25.0
Chef Apprentice	5	80.0	0.0	20.0
Civil Engineering Technology	2	100.0	0.0	0.0
Communication Design	13	61.5	7.7	30.8
Computer Information Systems	30	83.3	0.0	16.7
Dental Hygiene	13	84.6	0.0	15.4
Drafting Technology	4	50.0	0.0	50.0
Electronics Engineering Technology	25	84.0	0.0	16.0
Emergency Medical Technology	29	72.4	3.4	24.2
Fashion Merchandising	6	50.0	16.7	33.3
Fire Science	8	75.0	0.0	25.0
HVAC Technology	23	65.2	0.0	34.8
Health Information Technology	4	75.0	0.0	25.0
Hospitality Management	6	83.3	0.0	16.7
Interior Merchandising	13	53.8	23.1	23.1
Interpreter Training	10	70.0	0.0	30.0
Marketing & Management	8	87.5	0.0	12.5
M.I.C.T. (Paramedic)	16	93.8	0.0	6.2
Metal Fabrication	1	100.0	0.0	0.0
Nursing	25	100.0	0.0	0.0
Office Systems Technology	22	54.5	9.1	36.4
Paralegal	25	64.0	0.0	36.0
Police Academy	12	100.0	0.0	0.0
Respiratory Care	11	100.0	0.0	0.0
Veterinary Technology	4	100.0	0.0	0.0
Totals	350	75.7%	2.9%	21.4%

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 4

CURRENT EMPLOYMENT STATUS OF RESPONDENTS WORKING IN A RELATED JOB

	Number of Responses	Part-Time	Full-Time
Accounting	4	25.0%	75.0%
Administration of Justice	6	0.0	100.0
Automotive Technology	4	0.0	100.0
Aviation Maintenance Technology	1	0.0	100.0
Business Administration	9	0.0	100.0
Chef Apprentice	3	0.0	100.0
Civil Engineering Technology	2	0.0	100.0
Communication Design	9	11.1	88.9
Computer Information Systems	25	12.0	88.0
Dental Hygiene	11	27.3	72.7
Drafting Technology	3	33.3	66.7
Electronics Engineering Technology	22	4.5	95.5
Emergency Medical Technology	24	12.5	87.5
Fashion Merchandising	5	20.0	80.0
Fire Science	6	0.0	100.0
HVAC Technology	18	5.6	94.4
Health Information Technology	3	33.3	66.7
Hospitality Management	5	20.0	80.0
Interior Merchandising	8	25.0	75.0
Interpreter Training	8	12.5	87.5
Marketing & Management	7	14.3	85.7
M.I.C.T. (Paramedic)	14	0.0	100.0
Metal Fabrication	1	0.0	100.0
Nursing	25	32.0	68.0
Office Systems Technology	15	26.7	73.3
Paralegal	19	5.3	94.7
Police Academy	12	0.0	100.0
Respiratory Care	11	0.0	100.0
Veterinary Technology	4	25.0	75.0
Totals	284	12.3%	87.7%

Note. Results detail responses to this question only, excluding unknowns.

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Table 5

CURRENT FULL-TIME RELATED JOB
FIRST IN CAREER FIELD

	Number of Responses	Yes	No
Accounting	3	0.0%	100.0%
Administration of Justice	6	66.7	33.3
Automotive Technology	4	50.0	50.0
Aviation Maintenance Technology	1	0.0	100.0
Business Administration	9	33.3	66.7
Chef Apprentice	3	0.0	100.0
Civil Engineering Technology	2	100.0	0.0
Communication Design	8	50.0	50.0
Computer Information Systems	22	36.4	63.6
Dental Hygiene	8	50.0	50.0
Drafting Technology	2	50.0	50.0
Electronics Engineering Technology	21	28.5	71.4
Emergency Medical Technology	21	57.1	42.9
Fashion Merchandising	4	50.0	50.0
Fire Science	6	50.0	50.0
HVAC Technology	17	35.3	64.7
Health Information Technology	2	100.0	0.0
Hospitality Management	4	25.0	75.0
Interior Merchandising	6	50.0	50.0
Interpreter Training	7	28.6	71.4
Marketing & Management	6	50.0	50.0
M.I.C.T. (Paramedic)	13	46.2	53.8
Metal Fabrication	1	0.0	100.0
Nursing	17	17.6	82.4
Office Systems Technology	11	36.4	63.6
Paralegal	18	44.4	55.6
Police Academy	12	58.3	41.7
Respiratory Care	11	45.5	54.5
Veterinary Technology	3	33.3	66.7
Totals	248	41.1%	58.9%

Note. Results detail responses to this question only, excluding unknowns.

Table 6

EMPLOYMENT PROFILE OF RESPONDENTS WORKING FULL-TIME IN A RELATED JOB

	Number of Responses	Percent
Length of Time on Current Job		
6 months or less	21	8.4%
7 to 12 months	27	10.8
1 to 2 years	28	11.2
2 to 4 years	83	33.4
Over 4 years	86	34.6
Unknown	4	1.6
Progressed in Career Since College		
Yes	214	85.9%
No	32	12.9
Unknown	3	1.2
How Progressed[1]		
Salary increase(s)	166	77.6%
Professional recognition	123	57.5
Promotion(s)	102	47.7
Other	35	16.4
Hourly Wage of Respondents Employed Full-Time in Related Job		
Under $ 7.00	1	0.4%
$ 7.01 - 10.00	23	9.2
10.01 - 12.00	19	7.6
12.01 - 14.00	33	13.3
14.01 - 16.00	42	16.9
16.01 - 18.00	34	13.7
Over 18.00	69	27.7
Unknown	28	11.2

Mean = $16.78/hour or $34,896/year

1997 FU: Class of 1993 = $15.83/hour or $32,926/year
1996 FU: Class of 1992 = $14.84/hour or $30,867/year
1995 FU: Class of 1991 = $14.82/hour or $30,826/year
1994 FU: Class of 1990 = $14.17/hour or $29,474/year

Note. [1]Multiple response item; numbers and percentages are not additive. Unknowns have been excluded.

Table 7

AVERAGE HOURLY WAGE BY SEX AND PROGRAM OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Overall Average Wage	Males	Females
Accounting	3	$8.56	$9.75	$7.96
Administration of Justice	6	15.32	15.59	14.00
Automotive Technology	4	13.07	13.07	n.a
Aviation Maintenance Technology	1	15.50	15.50	n.a
Business Administration	9	18.37	19.67	17.07
Chef Apprentice	2	14.21	14.21	n.a
Civil Engineering Technology	2	16.62	16.62	n.a
Communication Design	8	19.97	26.08	16.30
Computer Information Systems	22	21.18	24.40	17.96
Dental Hygiene	8	24.71	30.00	23.83
Drafting Technology	1	15.00	15.00	n.a
Electronics Engineering Technology	21	17.29	17.38	16.95
Emergency Medical Technology	21	14.82	15.26	13.79
Fashion Merchandising	4	10.98	n.a	10.98
Fire Science	6	21.50	23.50	11.50
HVAC Technology	17	16.36	16.36	n.a
Health Information Technology	2	13.66	n.a	13.66
Hospitality Management	4	17.21	21.00	13.42
Interior Merchandising	6	14.50	n.a	14.50
Interpreter Training	7	14.48	11.90	15.00
Marketing & Management	6	13.77	13.37	15.38
M.I.C.T. (Paramedic)	14	13.66	13.55	13.74
Nursing	17	20.07	19.39	20.24
Office Systems Technology	11	13.31	n.a	13.31
Paralegal	18	15.35	13.00	15.51
Police Academy	12	17.42	17.19	18.21
Respiratory Care	11	15.57	n.a	15.57
Veterinary Technology	3	12.93	n.a	12.93
Totals	246	$16.78	$17.61	$15.99

Note. Results detail responses to this question only, excluding unknowns.

Table 8

EVALUATION OF WORKING CONDITIONS BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	66.7%	0.0%	33.3%
Administration of Justice	6	50.0	33.3	16.7
Automotive Technology	4	75.0	0.0	25.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	9	77.8	22.2	0.0
Chef Apprentice	3	66.7	33.3	0.0
Civil Engineering Technology	2	50.0	50.0	0.0
Communication Design	8	87.5	12.5	0.0
Computer Information Systems	22	77.3	13.6	9.1
Dental Hygiene	8	87.5	12.5	0.0
Drafting Technology	2	50.0	50.0	0.0
Electronics Engineering Technology	21	90.4	4.8	4.8
Emergency Medical Technology	21	76.2	14.3	9.5
Fashion Merchandising	3	66.7	33.3	0.0
Fire Science	6	83.3	16.7	0.0
HVAC Technology	16	87.4	6.3	6.3
Health Information Technology	2	50.0	0.0	50.0
Hospitality Management	4	100.0	0.0	0.0
Interior Merchandising	6	100.0	0.0	0.0
Interpreter Training	7	85.7	0.0	14.3
Marketing & Management	6	66.7	33.3	0.0
M.I.C.T. (Paramedic)	14	85.7	14.3	0.0
Metal Fabrication	1	100.0	0.0	0.0
Nursing	17	76.5	23.5	0.0
Office Systems Technology	11	100.0	0.0	0.0
Paralegal	17	88.2	0.0	11.8
Police Academy	12	91.7	0.0	8.3
Respiratory Care	11	81.8	18.2	0.0
Veterinary Technology	3	100.0	0.0	0.0
Totals	246	82.5%	11.8%	5.7%

Note. Results detail responses to this question only, excluding unknowns.

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Table 9

EVALUATION OF JOB RESPONSIBILITY BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	100.0%	0.0%	0.0%
Administration of Justice	6	83.3	0.0	16.7
Automotive Technology	4	100.0	0.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	9	66.7	22.2	11.1
Chef Apprentice	3	100.0	0.0	0.0
Civil Engineering Technology	2	100.0	0.0	0.0
Communication Design	8	100.0	0.0	0.0
Computer Information Systems	22	86.4	4.5	9.1
Dental Hygiene	8	87.5	12.5	0.0
Drafting Technology	2	100.0	0.0	0.0
Electronics Engineering Technology	21	85.7	9.5	4.8
Emergency Medical Technology	21	85.7	14.3	0.0
Fashion Merchandising	3	66.7	33.3	0.0
Fire Science	6	100.0	0.0	0.0
HVAC Technology	16	81.3	18.7	0.0
Health Information Technology	2	50.0	50.0	0.0
Hospitality Management	4	50.0	25.0	25.0
Interior Merchandising	6	100.0	0.0	0.0
Interpreter Training	7	85.7	14.3	0.0
Marketing & Management	6	66.7	33.3	0.0
M.I.C.T. (Paramedic)	14	85.7	14.3	0.0
Metal Fabrication	1	100.0	0.0	0.0
Nursing	17	82.4	17.6	0.0
Office Systems Technology	11	81.8	9.1	9.1
Paralegal	17	88.2	11.8	0.0
Police Academy	12	83.4	8.3	8.3
Respiratory Care	11	72.7	27.3	0.0
Veterinary Technology	3	100.0	0.0	0.0
Totals	246	84.6%	12.2%	3.2%

Note. Results detail responses to this question only, excluding unknowns.

Table 10

EVALUATION OF ADVANCEMENT POTENTIAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	0.0%	0.0%	100.0%
Administration of Justice	6	66.6	16.7	16.7
Automotive Technology	4	50.0	25.0	25.0
Aviation Maintenance Technology	1	0.0	0.0	100.0
Business Administration	9	55.6	0.0	44.4
Chef Apprentice	2	50.0	50.0	0.0
Civil Engineering Technology	2	100.0	0.0	0.0
Communication Design	8	62.5	37.5	0.0
Computer Information Systems	22	50.0	18.2	31.8
Dental Hygiene	7	57.1	14.3	28.6
Drafting Technology	2	100.0	0.0	0.0
Electronics Engineering Technology	21	61.9	4.8	33.3
Emergency Medical Technology	21	61.9	14.3	23.8
Fashion Merchandising	3	66.7	33.3	0.0
Fire Science	6	66.7	0.0	33.3
HVAC Technology	16	31.3	43.8	24.9
Health Information Technology	2	50.0	0.0	50.0
Hospitality Management	4	100.0	0.0	0.0
Interior Merchandising	6	50.0	33.3	16.7
Interpreter Training	7	71.4	14.3	14.3
Marketing & Management	6	50.0	16.7	33.3
M.I.C.T. (Paramedic)	14	35.7	21.4	42.9
Metal Fabrication	1	0.0	0.0	100.0
Nursing	17	47.1	35.3	17.6
Office Systems Technology	11	72.7	0.0	27.3
Paralegal	17	47.1	29.4	23.5
Police Academy	12	66.6	16.7	16.7
Respiratory Care	11	36.4	63.6	0.0
Veterinary Technology	3	66.7	0.0	33.3
Totals	244	54.1%	20.5%	25.4%

Note. Results detail responses to this question only, excluding unknowns.

Table 11

EVALUATION OF SALARY BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	33.3%	33.3%	33.3%
Administration of Justice	6	66.6	16.7	16.7
Automotive Technology	4	100.0	0.0	0.0
Aviation Maintenance Technology	1	0.0	100.0	0.0
Business Administration	9	77.8	11.1	11.1
Chef Apprentice	1	100.0	0.0	0.0
Civil Engineering Technology	2	50.0	50.0	0.0
Communication Design	8	62.5	12.5	25.0
Computer Information Systems	22	68.2	13.6	18.2
Dental Hygiene	8	87.5	12.5	0.0
Drafting Technology	2	100.0	0.0	0.0
Electronics Engineering Technology	21	61.9	23.8	14.3
Emergency Medical Technology	21	38.1	38.1	23.8
Fashion Merchandising	3	66.7	33.3	0.0
Fire Science	6	83.3	16.7	0.0
HVAC Technology	16	62.4	18.8	18.8
Health Information Technology	2	50.0	50.0	0.0
Hospitality Management	4	75.0	25.0	0.0
Interior Merchandising	6	50.0	33.3	16.7
Interpreter Training	7	71.4	0.0	28.6
Marketing & Management	6	83.3	16.7	0.0
M.I.C.T. (Paramedic)	14	50.0	28.6	21.4
Metal Fabrication	1	100.0	0.0	0.0
Nursing	17	58.8	17.6	23.6
Office Systems Technology	11	63.6	27.3	9.1
Paralegal	18	66.7	11.1	22.2
Police Academy	12	75.0	16.7	8.3
Respiratory Care	11	36.4	45.5	18.1
Veterinary Technology	3	100.0	0.0	0.0
Totals	245	63.3%	21.2%	15.5%

Note. Results detail responses to this question only, excluding unknowns.

Table 12

EVALUATION OF JOB IN GENERAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	33.3%	66.7%	0.0%
Administration of Justice	6	50.0	50.0	0.0
Automotive Technology	4	75.0	25.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	9	66.7	11.1	22.2
Chef Apprentice	2	100.0	0.0	0.0
Civil Engineering Technology	2	50.0	50.0	0.0
Communication Design	8	75.0	25.0	0.0
Computer Information Systems	22	68.2	18.2	13.6
Dental Hygiene	8	100.0	0.0	0.0
Drafting Technology	2	100.0	0.0	0.0
Electronics Engineering Technology	21	81.0	9.5	9.5
Emergency Medical Technology	21	76.2	19.0	4.8
Fashion Merchandising	3	66.7	0.0	33.3
Fire Science	6	100.0	0.0	0.0
HVAC Technology	16	87.5	12.5	0.0
Health Information Technology	2	50.0	0.0	50.0
Hospitality Management	4	100.0	0.0	0.0
Interior Merchandising	6	100.0	0.0	0.0
Interpreter Training	7	100.0	0.0	0.0
Marketing & Management	6	83.3	16.7	0.0
M.I.C.T. (Paramedic)	14	85.7	0.0	14.3
Metal Fabrication	1	100.0	0.0	0.0
Nursing	17	94.1	5.9	0.0
Office Systems Technology	11	90.9	9.1	0.0
Paralegal	17	82.4	11.8	5.8
Police Academy	12	91.7	0.0	8.3
Respiratory Care	11	72.7	18.2	9.1
Veterinary Technology	3	100.0	0.0	0.0
Totals	245	82.0%	11.8%	6.2%

Note. Results detail responses to this question only, excluding unknowns.

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Table 13

JOB SATISFACTION OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Satisfied	Neutral	Dissatisfied
Accounting	3	33.3%	0.0%	66.7%
Administration of Justice	6	100.0	0.0	0.0
Automotive Technology	4	75.0	0.0	25.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	9	66.7	0.0	33.3
Chef Apprentice	3	100.0	0.0	0.0
Civil Engineering Technology	2	100.0	0.0	0.0
Communication Design	8	87.5	12.5	0.0
Computer Information Systems	22	72.7	4.6	22.7
Dental Hygiene	8	87.5	0.0	12.5
Drafting Technology	2	100.0	0.0	0.0
Electronics Engineering Technology	21	90.4	4.8	4.8
Emergency Medical Technology	21	85.7	14.3	0.0
Fashion Merchandising	4	50.0	50.0	0.0
Fire Science	6	83.3	0.0	16.7
HVAC Technology	17	88.2	11.8	0.0
Health Information Technology	2	50.0	0.0	50.0
Hospitality Management	4	100.0	0.0	0.0
Interior Merchandising	6	100.0	0.0	0.0
Interpreter Training	7	71.4	14.3	14.3
Marketing & Management	6	83.3	0.0	16.7
M.I.C.T. (Paramedic)	14	92.9	0.0	7.1
Metal Fabrication	1	100.0	0.0	0.0
Nursing	17	94.1	0.0	5.9
Office Systems Technology	11	81.8	9.1	9.1
Paralegal	18	94.4	0.0	5.6
Police Academy	12	100.0	0.0	0.0
Respiratory Care	11	81.8	0.0	18.2
Veterinary Technology	3	100.0	0.0	0.0
Totals	249	85.9%	4.8%	9.3%

Note. Data were collected utilizing a 5-point scale ranging from very satisfied to very dissatisfied. Thus, the "satisfied" column includes "very satisfied" and "somewhat satisfied" responses combined, and the "dissatisfied" column includes "somewhat dissatisfied" and "very dissatisfied" responses combined. Results detail responses to this question only, excluding unknowns.

Table 14

COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Percent
JCCC Was First Choice to Attend		
Yes	330	94.0%
No	19	5.4
Unknown	2	0.6
First Choice Instead of JCCC		
University of Kansas	3	15.8%
Other Kansas college or university	5	26.3
Missouri college or university	6	31.6
Out-of-area college or university	4	21.1
Unknown	1	5.2
Method of Career Program Completion		
Earned associate's degree	244	69.5%
Earned vocational certificate	73	20.8
Left with marketable skills	32	9.1
Unknown	2	0.6
Semesters Enrolled in Career Program		
1 or 2	43	12.3%
3 or 4	121	34.5
5 or 6	81	23.1
7 or 8	34	9.7
9 or more	32	9.1
Unknown	40	11.3
Mean = 4.8; Median = 4.0		
Credit Hours Completed		
15 or less	15	4.3%
16 to 30	32	9.1
31 to 45	21	6.0
46 to 60	45	12.8
61 or more	129	36.8
Unknown	109	31.1
Mean = 59.5; Median = 64.0		

Table 15

PERCEPTIONS OF COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Agree	Neutral	Disagree
Enhanced self-confidence	346	80.3%	15.4%	4.3%
Broadened knowledge of arts and sciences	343	74.9	19.8	5.3
Improved decision-making skills	344	72.4	23.5	4.1
Improved oral communication skills	344	70.6	24.4	5.0
Improved time management skills	344	66.6	28.2	5.2
Improved written communication skills	343	65.9	27.7	6.4
Assisted in clarifying personal values and goals	344	65.1	28.2	6.7
Expanded tolerance for people and ideas	345	62.3	31.6	6.1
Improved interpersonal skills	345	56.8	38.0	5.2

Note. Data were collected utilizing a 5-point scale ranging from strongly agree to strongly disagree. Thus, the "agree" column includes "strongly agree" and "somewhat agree" responses combined, and the "disagree" column includes "somewhat disagree" and "strongly disagree" responses combined. Results detail responses to this question only, excluding unknowns.

Table 16

COMMUNITY COLLEGE EDUCATIONAL OBJECTIVE

	Number of Responses	Percent
Original Educational Objective		
Prepare to enter job market	117	33.3%
Prepare to change careers	96	27.4
Improve skills for present job	58	16.5
Prepare to transfer	38	10.8
Explore career possibilities	18	5.1
Study topics of interest/self-improvement	16	4.6
Remedy or review basic skills	3	0.9
Other/unknown	5	1.4
Achieved Community College Objective		
Yes, completely	266	75.8%
Yes, partially	71	20.2
No	14	4.0
Community College Helped Achieve		
Yes	320	95.0%
Unsure	8	2.4
No	4	1.2
Unknown	5	1.4

Table 17

OVERALL SATISFACTION WITH THE COMMUNITY COLLEGE

	Number of Responses	Percent
Improved Quality of Life		
Definitely/probably	323	92.0%
Uncertain	13	3.7
Probably no/definitely no	14	4.0
Unknown	1	0.3
If Starting Now, Would Attend JCCC Again		
Definitely/probably	332	94.6%
Uncertain	5	1.4
Probably no/definitely no	12	3.4
Unknown	2	0.6
Would Recommend JCCC to Friends		
Yes	344	98.0%
Unsure	2	0.6
No	5	1.4
Would Encourage Own Children to Attend JCCC		
Yes	316	90.0%
Unsure	19	5.4
No	14	4.0
Unknown	2	0.6

Table 18

USED JCCC CAREER CENTER

	Number of Responses	Yes	No
Accounting	5	60.0%	40.0%
Administration of Justice	10	40.0	60.0
Automotive Technology	6	16.7	83.3
Aviation Maintenance Technology	1	0.0	100.0
Business Administration	12	25.0	75.0
Chef Apprentice	5	20.0	80.0
Civil Engineering Technology	2	50.0	50.0
Communication Design	13	61.5	38.5
Computer Information Systems	29	48.3	51.7
Dental Hygiene	12	33.3	66.7
Drafting Technology	4	100.0	0.0
Electronics Engineering Technology	25	60.0	40.0
Emergency Medical Technology	29	34.5	65.5
Fashion Merchandising	6	50.0	50.0
Fire Science	8	0.0	100.0
HVAC Technology	23	47.8	52.2
Health Information Technology	4	50.0	50.0
Hospitality Management	6	33.3	66.7
Interior Merchandising	13	23.1	76.9
Interpreter Training	9	33.3	66.7
Marketing & Management	8	62.5	37.5
M.I.C.T. (Paramedic)	16	31.3	68.7
Metal Fabrication	1	0.0	100.0
Nursing	25	36.0	64.0
Office Systems Technology	22	77.3	22.7
Paralegal	24	62.5	37.5
Police Academy	12	8.3	91.7
Respiratory Care	11	18.2	81.8
Veterinary Technology	4	25.0	75.0
Totals	345	42.6%	57.4%

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APPENDIX B

MAIL SURVEY INSTRUMENT

AND COVER LETTERS

JOHNSON COUNTY COMMUNITY COLLEGE
LONG-TERM FOLLOW-UP STUDY OF
1993-94 CAREER PROGRAM COMPLETERS

Dear Former Student: Please take a few minutes to carefully respond to each of the following questions as honestly and completely as possible, then return the completed survey to us in the envelope provided. Naturally all responses will be kept strictly confidential and reported as group data only.

_____NOTE: If you did **not** complete a career program by either graduating, earning a certificate, or leaving with marketable skills during the summer of 1993, fall of 1993 or spring of 1994, please check here and return the uncompleted survey to us so we can correct our records. Thank you for your help.

---

1. Which career program did you complete?_____

2. What was your status when you left that career program? (Check only one)

   _____1. Earned an associate's degree
   _____2. Earned a vocational certificate
   _____3. Left with enough training to work in this career field

3. Was JCCC your first choice when you decided to attend college to pursue this major?

   _____1. Yes
   _____2. No (If no, which college was your first choice?

   _____)

4. How many semesters were you enrolled **in that program** at the community college?_____

5. How many **total credit hours** have you completed at the community college?_____

6. Which of the following best describes your primary educational objective when you **first** enrolled at the community college? (Check only one)

   _____1. Transfer to another college or university
   _____2. Prepare to enter the job market
   _____3. Improve skills for your present job
   _____4. Explore courses to decide on a new career
   _____5. Remedy or review basic skills
   _____6. Study topics of interest or for self-improvement
   _____7. Prepare to change careers
   _____8. Other (Please specify)

7. Did you achieve your community college educational objective?

   _____1. Yes, completely
   _____2. Yes, partially
   _____3. No (If no, briefly explain reason)

8. If yes, did the community college help you to achieve this objective?

   _____1. Yes
   _____2. Unsure
   _____3. No (Please explain)

9. Regardless of the financial benefits, do you feel your community college experiences have improved the quality of your life?

   _____1. Definitely not
   _____2. Probably not
   _____3. Uncertain
   _____4. Probably yes
   _____5. Definitely yes

10. If you could go back, knowing what you know now, would you still attend the community college?

    _____1. Definitely not
    _____2. Probably not
    _____3. Uncertain
    _____4. Probably yes
    _____5. Definitely yes

11. Would you recommend attending JCCC to your friends and acquaintances?

____1. Yes
____2. Unsure
____3. No

12. Would you encourage your own children to attend JCCC?

____1. Yes
____2. Unsure
____3. No

13. Below are several goals that "typical" students have for their college experiences. Please indicate how much you agree that your experiences at the community college helped you to accomplish each of these goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A. Broadened my knowledge of the arts and sciences	1	2	3	4	5
B. Improved my ability to communicate orally	1	2	3	4	5
C. Improved my ability to communicate in writing	1	2	3	4	5
D. Improved my ability to make good decisions	1	2	3	4	5
E. Improved my ability to make constructive use of time	1	2	3	4	5
F. Enhanced my ability to get along with others	1	2	3	4	5
G. Expanded my tolerance for people and ideas	1	2	3	4	5
H. Assisted me in clarifying the values and goals of my life	1	2	3	4	5
I. Enhanced my self-confidence	1	2	3	4	5
J. Improved my critical thinking and problem-solving skills	1	2	3	4	5

14. If you could name one faculty or staff member who had the greatest impact on you at the community college, who would it be?

Why did you select this person?

15. How are you currently using the skills you developed through your community college career program?

____1. In my job
____2. Doing volunteer work
____3. Not using my skills (Please explain)

____4. Other (Please explain)

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16. Have you used the services of the JCCC Career Center (career/life planning, resume writing, job search, etc.)

_____1. Yes
_____2. No (If no, why not?)

17. Which of the following best describes your current employment situation?

_____1. Full-time military
_____2. Employed part-time (under 30 hours per week)
_____3. Employed full-time (30+ hours per week)
_____4. Unemployed, actively looking for work
_____5. Not in labor force (not employed and not actively looking for a job)

IF UNEMPLOYED OR OUT OF THE LABOR FORCE--SKIP TO QUESTION 25

18. How long have you had your present job?_____

19. What is your current job title?_____

20. What is your average **hourly** wage?_____

21. How would you describe your job in terms of the skills you developed in your career program?

_____1. Directly related to skills developed in the community college career program
_____2. Somewhat related to skills developed in the community college career program
_____3. Not at all related to skills developed in the community college career program

22. How satisfied are you with your present job?

_____1. Very dissatisfied
_____2. Somewhat dissatisfied
_____3. Neutral
_____4. Somewhat satisfied
_____5. Very satisfied

23. Please rate each of the following characteristics of your current job by circling the number most closely reflecting your opinion.

	Poor	Fair	Average	Good	Excellent
A. Working conditions	1	2	3	4	5
B. Amount of responsibility	1	2	3	4	5
C. Advancement potential	1	2	3	4	5
D. Salary	1	2	3	4	5
E. Job in general	1	2	3	4	5

24. Is your current job the first one you have had in this career field?

_____1. Yes
_____2. No

25. Do you feel you've progressed in your career field since completing your career program?

_____1. No
_____2. Yes (If yes, in what ways have you progressed? Check all that apply)

_____1. Salary increase(s)
_____2. Promotion(s)

_____3. Professional recognition
_____4. Other (Please specify)

26. What is your race/ethnic category?

_____1. American Indian/Alaskan
_____2. Hispanic
_____3. Asian/Pacific Islander
_____4. African American
_____5. White/other

27. What is your marital status?

_____1. Single/never married
_____2. Married now
_____3. Previously married (separated, divorced, or widowed)

28. What is your gender?

_____1. Male
_____2. Female

29. What is your age?_____

Any comments or suggestions you would like to make about the community college or the career program you completed which would help us in meeting the needs of future students would be appreciated.

Thank you for your help!

June 29, 1998

Dear JCCC Career Program Completer:

As part of Johnson County Community College's continuing commitment to improving its programs and services, we are surveying former students who completed a career program at JCCC (or through Maple Woods or Penn Valley Community College) during the summer of 1993, fall of 1993, or spring of 1994. This includes graduates, students earning certificates, and students who have completed sufficient coursework to acquire new skills or upgrade their current ones.

The information you provide will assist us in enhancing our career programs, and in helping future students make realistic career choices by furnishing them with data on the success of our career program completers over time. Please take a few minutes to answer each of the questions on the enclosed survey as completely and accurately as possible, then return the completed survey to us in the postage-paid envelope provided ***by Friday, July 24***. Naturally your responses will be kept strictly confidential and reported as group data only.

Thank you for your help, and for any comments or suggestions you may have which will assist us in meeting the needs of future JCCC students.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures

July 27, 1998

Dear Career Program Completer:

A few weeks ago we sent you a survey requesting information about your perceptions and opinions of the education you received at JCCC (or at Penn Valley or Maple Woods Community College if you participated in a co-op program) and how you are using the skills you developed in your career program. If you have already completed the survey, thank you very much. Your responses will help us in planning to meet the needs of future community college students like yourself.

In the event you have not as yet completed the survey and returned it to us, we are enclosing a second copy. Please take a few minutes to answer each of the questions as completely and accurately as possible. A postage-paid business reply envelope has been provided for your convenience in returning the completed survey to us ***by Friday, August 14***. Naturally all responses will be kept strictly confidential and reported as group data only.

Thank you for your help in evaluating the career program in which you participated, and for any comments or suggestions you may have.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures

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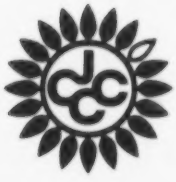
14



Johnson County Community College
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